

**MINUTES  
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT  
SPECIAL BOARD OF TRUSTEES' MEETING  
LAS VEGAS, NEVADA  
JUNE 28, 2023  
(Approved on September 14, 2023)**

The Board of Trustees of the Las Vegas-Clark County Library District met in regular session via Zoom, Las Vegas, Nevada, at 3:00 p.m., Wednesday, June 28, 2023.

**Present:**

Board:	N. Waugh, Vice-Chair	J. Melendrez
	J. Jiron	F. Ortiz
	K. Benavidez	E. Sanchez
Counsel:	G. Welt	
Absent:	E. Foyt	K. Whiteley
	K. Rogers	
Staff:	Kelvin Watson, Executive Director Numerous Staff	
Guests:	Scott Abbott, Labor Counsel	

The meeting began at 3:00 p.m.

**Roll Call  
(Item I.)**

All members listed present above represent a quorum. Appendix A.

**Public Comment  
(Item II.)**

Grant Davis, President of the Teamsters Local 14. 6309 Cambridge Creek Court, Las Vegas, NV 89149

Mr. Davis wanted to speak on the recently concluded CBA bargaining and the agreements on the agenda. He thank Jeff Serpico, Human resources Director and Attorney Scott Abbott for their professionalism in the bargaining process. He expressed his gratitude for their cooperation in the negotiating of the new collective bargaining agreement. The dedication to ensuring a fair and equitable workplace for all employees is truly commendable, he is grateful for the commitment to fostering a positive and productive work environment. The willingness to engage in open and honest dialogue throughout the negotiation process was instrumental in reaching a mutually beneficial agreement. The attention to detail and willingness to listen to the members' concerns, helped to ensure that the new CBA is comprehensive, fair, and reflective of the needs and interests of all stakeholders. He also thanked the committee for the work done. The new CBA is a testament to the dedication and hard work of everyone that's involved, and I am confident that it will serve as a foundation for strong and prosperous partnership for many years between the District and its employees. He expressed that Local 14 is also looking forward to many more years of cooperating with the District

as the bargaining representative for the employees.

**Agenda  
(Item III.)**

(This item was not mentioned in the meeting)

**New Business  
(Item IV.)**

**Discussion and possible Board action to authorize the Executive Director to sign the proposed collective bargaining agreements with Teamsters Local Union No. 14 that were voted on by the membership on June 11, 2023.  
(Item IV.A.)**

Jeff Serpico, Human Resources Director explained the Library District met with Teamsters Local Union 14, between the months of May and June for a total of ten bargaining sessions. The Library District and Teamsters Local 14 Union have reached agreement on new contracts for each of the collective bargaining units, which are due to expire on June 30th of 2023.

Trustee Ortiz wanted to point out that the District is paying 90 percent of the staff health insurance and 100 percent of the PERS. Mr. Ortiz also stated he doesn't have an issue with Union employees but the way it's read, it applies to all employees. He asked was it intentional to capture a 44 percent to management employees. Mr. Serpico responded that management employees did not get carved out and the carve out to the administration team is pending the compensation survey and determining the reasonableness of those pay ranges for the administrative team. Koff and Associates gave a presentation that matched the administrative team to pay ranges with similar organizations.

Vice-Chair Waugh reminded everyone that the Administration team compensation is more appropriate for the next agenda item.

Trustee Sanchez asked if there was anything the general public should know in regards to the COLA increases and want to know the process it took. Scott Abbott responded that several years ago the District changed to merit increases instead of doing step increases that went from year to year as people progressed through their positions. He also explained that most District employees have been with the District for a long time. They are valued and valuable workforce, they're dedicated to what they do, and that's referenced by the low turnover statistics and as they progress upward, they do become beneficiaries of both the COLA and the merit increase. Mr. Abbott explained that due to inflation and the rise in cost of living, it isn't uncommon to see a higher COLA increase.

Vice-Chair Waugh asked if there was any discussion or concern about compensation compression. Mr. Serpico responded that there were a few conversations around it. He said that anytime you put in a new compensation plan, especially one where the minimums were moving, but several of the maximums were coming down. The 5 % COLA is meant to relieve some of the compression of the folks who are already in their new pay grades, while others may have required a little more to get to the new minimum. Also, with the 4 percent merit that first year, that will relieve some of the compression also, because the minimums were significantly below market, but the maximums were over. This agreement reached with Teamsters, which took quite a bit of work, helps relieve that as much as possible and in a

responsible way.

Trustee Melendrez made a motion to authorize the Executive Director to sign the proposed collective bargaining agreements with Teamsters Local Union No. 14 that were voted on by the membership on June 11, 2023. Trustee Jiron second the motion.

There was no opposition and the motion carried.

**Discussion and possible Board action to extend contractually agreed-to items to employees not covered by a collective bargaining agreement inclusive of the Administrative Team. (Item IV.B.)**

Mr. Serpico clarified that the merit is not automatic. There is a new performance evaluation. If someone receives an LOR or cannot meet successful standards, no merit will be received.

Trustee Sanchez asked if the employees being aligned with the administrative team was done before and when was the last time it has been done. Mr. Serpico stated it had been done, but there had not been a compensation benchmarking survey done in at least seven or eight years. As the salary grades continued to move up, there wasn't that external check to see that they're in line with what you would see at other organizations. Koff and Associates did a survey of the complete salary and benefits of ten organizations- similar libraries and local government entities, compared the District's pay and benefits, and gave their recommendation in terms of pay grades for the benchmark positions. As a result the administrative team, formerly known as the executive team and there pay was frozen around February of the previous year and there were no increases for over a year pending the results of the survey. As a result of the survey, all of the Administrative team were put in the same pay grade, with exception of the Executive Director. A new salary structure (pay grade minimums and maximums) was put in place for members of the A-Team. Some were put in their own grade because the market warranted it. Some ended up in the same grade because the values of those jobs were found to be similar in worth. As a result, several members of the executive team at the time, now known as the administrative team, had their maximums reduced from, I want to say around 209,000 to 174,000. Now that there are controlled salaries, an external survey is done every so many years to ensure the District's ranges are valid. There are other ways of rewarding performance if people are at their maximum to not allow people to exceed the maximums. The results of that survey also were the basis of the new staff compensation plan, which cause a bit of a market bump to get people into those new pay grades.

Trustee Ortiz stated that the staff was getting a \$4,000 car allowance a year, and didn't have a car, and nobody said anything. When it was looked into, the compensation schedule was the result. The CFO got a 30 percent pay increase. He mentions that a 44 percent increase is a lot of money because no one is making less than \$139,000. Trustee Ortiz states he does not think it is sustainable and will be voting against the item.

Vice-Chair Waugh stated that it was unfortunate that the administrative team had to go three years without a pay raise and believes that whatever is bargained for those under contract should be bargained for non-union covered employees because this is standard process in other jurisdictions.

Trustee Jiron Mas a motion to extend contractually agreed to items to employees not covered by a collective bargaining agreement, inclusive of the administrative team. Vice-Chair Waugh second the motion.

All Trustees were in favor of the motion, except for Trustee Ortiz who opposed the motion and Trustee Sanchez abstained from voting because she was not a part of any of the decisions made on it.

The motion carried.

Vice-Chair Waugh and Trustee Ortiz thanked all District staff.

**Public Comment  
(Item V.)**

None.

**Adjournment  
(Item VI.)**

Vice-Chair Waugh adjourned the meeting at 3:30p.m.

Respectfully submitted,

Elizabeth Foyt, Secretary

# 2023 ATTENDANCE

		2023																						
		January 19 Regular Board Mtg	February 9 Regular Board Mtg	February 23 Finance and Audit Comm. Mtg	March 9 Regular Board Mtg	April 4 Special Board Mtg	April 12 Finance and Audit Comm. Mtg	April 20 Regular Board Mtg	May18 Regular Board Mtg	June Nominations Comm. Mtg	June 1 Regular Board Mtg	June 28 Special Board Mtg	<del>July - Finance and Audit Comm. Mtg</del>	July 13 Risk Management Comm. Mtg	July 13 Regular Board Mtg	AUGUST	September 7 Finance and Audit Comm Mtg	September 14 Regular Board Mtg	October 12 Regular Board Mtg	November 1 Executive Comm. Mtg	November 6 Finance and Audit Comm. Mtg	November 9 Regular Board Mtg	December 14 Regular Board Mtg	
Benavidez	Kelly	A-E	P	P	P	P	P	A	P		P	P												
Foyt	Elizabeth	P	P		P	P		P	P	P	P	A-E												
Meléndrez (Term ended 9/4)	José	P	P		P	P		A	P	P	P	P												
Ortiz	Felipe	P	P		P	P		P	P	P	P	P												
Wilson (Term Ended 5-15-23)	Brian	P	P	P	P	P		P	P															
Rogers	Keith	P	P	P	P	P	P	P	P		A-E	A-E												
Waugh	Nathaniel	P	P	P	P	P	P	P	P	P	P	P												
Jiron	Jennifer	P	P		P	P	P	P	P	P	P	P												
Turner Whiteley	Kate	P	P		P	A		P	P	P	P	A-E												
Sanchez (Term Began 5-15-23)	Elaine								P		P	P												

P	Present
A-E	Excused Absence
A-U	Unexcused Absence
	attended Committee meeting but not a member
X	Term Ended/ New